

Oct. 19 / Administration of William J. Clinton, 1995

And then we'd have to find a way to take care of these concerns that I have repeatedly expressed. I do not want us to make education less available. I don't want us to have retrenchment on technology and research. I do not want us to burden, unnecessarily, people who barely have enough money to get by on, who depend on Medicare and Medicaid. I don't want to damage the university hospitals, the children's hospitals, and the urban and rural hospital net-

work of this country with what I think the Medicare budget will do. I don't want to damage the environment. And I do not want to tolerate a \$48-billion tax increase on working families with incomes under \$30,000. That's wrong.

Thank you very much.

NOTE: The President's 103d news conference began at 11:29 a.m. in the Briefing Room at the White House.

Message to the Congress Transmitting Budget Deferrals *October 19, 1995*

To the Congress of the United States:

In accordance with the Congressional Budget and Impoundment Control Act of 1974, I herewith report three deferrals of budgetary resources, totaling \$122.8 million.

These deferrals affect the International Security Assistance program, and the Departments of Health and Human Services and State.

WILLIAM J. CLINTON

The White House,
October 19, 1995.

Letter to Senator Edward M. Kennedy on Proposed Employment Non-Discrimination Legislation *October 19, 1995*

Dear Ted:

I am writing in regard to the Employment Non-Discrimination Act, which you and Senator Jeffords have reintroduced in the current session of Congress.

As you know, discrimination in employment on the basis of sexual orientation is currently legal in 41 states. Men and women in those states may be fired from their jobs solely because of their sexual orientation, even when it has no bearing on their job performance. Those who face this kind of job discrimination have no legal recourse, in either our state or federal courts. This is wrong.

Individuals should not be denied a job on the basis of something that has no relationship to their ability to perform their work. Sadly, as the Labor and Human Resources Committee documented last year, this kind of job discrimination is not rare. Cases of job discrimination

on the basis of sexual orientation are seen in every area of our country.

The Employment Non-Discrimination Act, however, is careful to apply some exemptions in certain areas. I understand that your bill provides an exemption for small businesses, the Armed Forces, and religious organizations, including schools and other educational institutions that are substantially controlled or supported by religious organizations. This provision, which I believe is essential, respects the deeply held religious beliefs of many Americans.

Moreover, your bill specifically prohibits preferential treatment on the basis of sexual orientation, including quotas. It also does not require employers to provide special benefits.

The bill, therefore, appears to answer all the legitimate objections previously raised against it, while ensuring that Americans, regardless of their sexual orientation, can find and keep their jobs based on their ability and the quality of